

KGW(TV)
EEO PUBLIC FILE REPORT
10/01/06 - 09/30/07¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News Reporter	1-22, 36-37	12
Director of Sales	1-11, 23-27, 36-37	25
Technical Project Manager	1-11, 31, 36-37	36
Helicopter Pilot	1-22, 32, 36-37	37
Anchor/Reporter	1-22, 37	36
Account Executive	1-11, 25, 27, 36-37	36
Special Projects Manager	1-22, 37	37
News Producer	1-22, 33-34, 37	36
Meteorologist	1-22, 35-37	35
National Sales Coordinator	1-11, 25, 27, 36-37	36
News Producer	1-22, 33-34, 36-37	37
Sales Assistant	1-11, 25, 27, 36-37	9
News Reporter	1-22, 36-37	12
Account Executive	1-11, 25, 27, 36-37	37
Senior Promotion Producer	1-11, 20, 28-30, 37	9
Assignment Editor	1-22, 36-37	37
Maintenance Technician	1-12, 31, 37	12
News Photographer	1-22, 37	37
Sales Assistant	1-11, 25, 27, 36-37	37
Account Executive	1-11, 25, 27, 36-37	36

¹ This report provides recruitment data collected through September 26, 2007.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	State of Oregon Employment Division Frank Granger 30 N Webster Street Suite E Portland, OR 97217 (503) 280-6009	N	1
2	Y.W.C.A Job Bank Jed Shay 1111 SW 10 th Avenue Portland, OR 97205 (503) 294-7400	N	0
3	Bureau of Indian Affairs Suzy Villegas 911 NE 11 th Avenue Portland, OR 97232-4169 (503) 231-6702	N	0
4	Urban League of Portland Paul Coakley 10 N. Russell Portland, OR 97227 (503) 280-2600	N	0
5	N.A.A.C.P. 412 NE Beech Portland, OR 97212 (503) 284-7722	N	0
6	NAB Employee Clearinghouse Karen Hunger 1771 N Street NW Washington DC 20036 (202)429-5497	N	0
7	Oregon Assembly for Black Affairs Everett L. Rice PO Box 12485 Salem, OR 97309 (503) 731-4002	N	0
8	Oregon Association of Broadcasters Bill Johnstone 7150 SW Hampton #240 Portland, OR 97223 (503) 443-2299 www.theoab.org	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	Station website: Kgw.com 1501 SW Jefferson St Portland, OR 97201 (503) 226-5000	N	15
10	Oregonian Newspaper Deborah Hartman 1320 SW Broadway Portland, OR 97201 (503) 221-8466	N	1
11	Craigslist.com (800) 664-0633	N	4
12	TVJOBS.com Mark Holloway P.O. Box 4116 Oceanside, CA 92052 (800) 374 -0119	N	11
13	The National Association of Hispanic Journalists Leticia Salazar 1000 National Press Building 529 14 th St., NW Washington, DC 20045-2001 (202) 662-7483	N	0
14	Asian American Journalists Assn. Albert Lee 1182 Market Street Suite 320 San Francisco, CA 94102 (415) 346-2051	N	0
15	MediaLine Mark Shilstone Box 51909 Pacific Grove, CA 93950 (800) 237-8073 medialine@medialine.com	N	0
16	Lostremote.com Cory Bergman Seattle WA	N	0
17	TVSpy.com Jobs@tvspy.com Vault .com Inc. 150 W. 22 nd St., 5 th Floor New York, NY 10011 (212) 242 2093	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	California Chicano News Media Association 300 S Grand Ave # 3950 Los Angeles, CA 90071 (213) 437-4408	N	0
19	RTNDA Rich Harless 1600 K Street NW, Suite 700 Washington DC 20006 (202) 659.6510	N	0
20	Productionhub.com 801 W. Fairbanks Ave. Winter Park FL 32789 (877) 629.4122	N	1
21	TVnewsgigs.com Stacey Chaloux 318 SE Jackson Lee's Summit, MO 64063 (816) 267 0316	N	
22	National Association of Black Journalists Timothy Bracey University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716 (301) 445-7100	N	0
23	Television Week Marc Abrams 6500 Wilshire Blvd., Suite 2300 Los Angeles, CA 90048 (323) 370.2415	N	3
24	Broadcast and Cable Kati Rosa 360 Park Avenue South New York, NY 10010 (323) 965-2089	N	2
25	Spots N Dots Dai Korba 167 Oakdale Road Johnson City; NY 13790 (888) 884-2630	N	3
26	Media Recruiter Jim 20456 E Orchard Place Centennial, CO 80016 (303) 400-5150	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
27	TVB.org Hope Etheridge 3 East 54 th Street New York, NY 10022 (212) 486-1111	N	0
28	Creativehotlist.com Patrick S. Coyne 110 Constitution Ave Menlo Park CA 94025 (650) 815-4290	N	2
29	The Art Institute of Portland 1122 NW Davis Street Portland, OR 97209 Barry Wall (503) 382-4758	N	0
30	Promax.org 2029 Century Park East, Suite 555 Los Angeles, CA 90067-2906 (310) 788.7600	N	2
31	Society of Broadcast Engineers Scott Jones 9247 North Meridian Street, Suite 305 Indianapolis, IN 46260 (317) 846-9000	N	0
32	JustHelicopters.com Lyn Burks	N	2
33	Talent Dynamics JJ Davis 600 Las Colinas Blvd., Suite 100 Irving, TX 75039 (214) 630-9590	N	3
34	Frank Magid and Associates One Research Center Marion, Iowa 52302 (319) 377-7345	N	6
35	William Morris Agency Scott Wachs 1325 Avenue of the Americas New York, NY 10019 (212) 586 5100	N	1
36	Word Of Mouth Referrals	N	24
37	Internal Posting/Candidate	N	23
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:			104

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	The station participated in the Urban League of Portland job fair on April 3, 2007. Station participants included Human Resources Director.
2	Participate in job fair	The station participated in the Portland State University job fair on February 28, 2007. Station participants included Human Resources Director.
3	Participate in job fair	The station participated in the Clark College job fair on May 2, 2007. Station participants included Human Resources Director.
4	Participate in job fair	The station participated in the Portland Community College, Cascade Campus job fair on May 1, 2007. Station participants included Human Resources Director.
5	Internship program	During Summer 2007, the station's news department hosted a college intern from University of Oregon.
6	Internship program	During Spring 2007, the station hosted two interns from New Avenues for Youth – a local organization dedicated to providing education and opportunities to at-risk teens and young adults. The interns worked in sales/marketing as well as the news department.
7	Events or programs sponsored by educational institutions relating to broadcast careers	During Spring 2007, the News Director spoke to a communications class at Portland Community College, discussing broadcast news and broadcast careers.
8	Events or programs sponsored by educational institutions relating to broadcast careers	During the reporting period, Human Resources Director participated in training programs for New Avenues for Youth, focusing on broadcast careers.